



DEPARTMENT OF EDUCATION

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PUBLIC MEETING: DPAS-II Advisory Committee Meeting
MEETING DATE AND TIME: Friday, May 11, 2018 – 9:00 am
PLACE: Delaware Department of Education Cabinet Room
401 Federal Street, Dover, DE 19901 – 2nd Floor Cabinet Room

MINUTES

MEMBERS PRESENT

Clay Beauchamp
Bill Doolittle
Susan Frampton
Representative Earl Jaques, Jr.
Jill League, Chair
Karen Maull
Laura Schneider
Senator David Sokola
David Tull
Jackie Wilson
Shannon Holston, DDOE Representative Non-Voting Member
Kimberly Rodriguez, DDOE Administrative support

MEMBERS ABSENT

Matthew Burrows
Jon Sheehan
TJ Vari, Co-Chair

PUBLIC

Tammy Croce, DASA
Deb Stevens, DSEA
Melissa Oates, DDOE
Seher Ahmad, DDOE

1. Call to Order

The meeting was called to order at 9:04 a.m.

2. Approval of February 2, 2018 Minutes

A motion was made by Representative Jakes and seconded by David Tull.

The motion passed.

3. Updated Regulation 106/107 Revisions

- Shannon Holston gave updates on Regulation 106 and 107. She mentioned that the timeline and process needed to be to the Registrar by April 15th. The regulations were sent to the registrar for public comment without the committee's recommendations since there was not meeting prior to the deadline.
- Regulation 106 proposed changes included that experienced teachers in the second year and the Administrator's would now be able to choose if they would like to do a full observation or three shorts. The criteria would still need to be completed. Under 3.1 – The appraisal cycle recommendation is reflected.
- 6.2.5 Changes to equal weighting were made. There was an error on the chart from last year in combining years 1 and 2 of the student improvement component. The recommendation was to take out the chart and refer to the chart that was correct in the guide.
- A recommendation was made to include required calibration. Administrator's felt that the calibration did not belong in the regulation, so a decision was made not to include the calibration in the regulation but to include it in the guide and use it when monitoring. The committee will need to submit a letter and make a decision if you would like to include it in the regulation. If so, it will need to go before public comment at the end of the month or maybe leave it for more discussion. Resistance was made by the superintendents when it was mentioned to put it in the regulations.
- A question was asked about how the guide gets into the regulation? A comment was noted that that the Chiefs should be submitting letters to the committee any changes that they would like to see made.
- Concerns were noted that the committee should be informed well ahead if decisions are made before changes are made.
- Shannon mentioned that they had to make a decision to go forth and publish it knowing that it would come back to the group for more discussions. Shannon also commented that the Chairs were informed, and the Secretary of Education ultimately makes decisions about the recommendations and what is recommended in the regulation. The Committee also has the option to put this up for public comment and take it before the State Board. The committee can make changes at that time.
- A comment was noted by a member that she works with the districts on mentoring and coaches the new teachers. The teachers wanted someone from outside of Delaware so the expectations and opportunities for growth would be a big difference. An expectation is what the teachers should know and is done once a year.

- A clarification was made by Jackie Wilson that the districts would expect there to be some type of calibration. She also commented that not only calibration but also a review of content in the process and consistency across the districts and that everyone understands the process of the content of DPAS II.
- Questions were asked if the Department was monitoring what goes on in districts for DPAS? Shannon mentioned it is required annually and about one-third of the districts are done each year. The teachers and leaders are interviewed. Melissa does an analysis of the formatives, looks for evidence and feedback, observations and look at the systems with training.
- Melissa commented that the comments she receives from the teachers are stating that they think that it is in compliance but because there are inconsistencies they don't know from one rating to the next if they will get the same ratings. Many administrators believe it is compliance and there is not a value placed on it. By restating to this "when asked during school monitoring visits, most teachers feel that there is reliability in their administrators ratings but in general did not feel that there was interrater reliability across administrators and many administrators still see the system as one of compliance and place little value on it."
- A question was asked if calibration and training was done by the department. Melissa mentioned that training is done by the Danielson Group. The trainings are not mandatory but voluntarily. She has provided various resources to the districts.
- A comment was made that an expert evaluator should come into the building and calibrate.
- Jill asked a question, "if monitoring is done at the districts and the LEA's are not doing what is required, and if the administrators are not doing what is required on a regular basis, what are the consequences?" Wants to make sure the kids are effectively taught and feels that there is a lot of disconnect.
- A question was asked to Tammy Croce if she communicated with the Chiefs at the Chiefs Meeting. Tammy mentioned that there were some discussions around this when this conversation was mentioned. Possibly get rid of the computerized system. Also feels there may be a better way to get a better product and appreciates the opportunity to have expert evaluators available.
- Shannon mentioned that as the committee moves forward, and we go forward to future recommendations, it might be helpful to have a member of the DPAS Advisory speak to the Superintendents and feels it may be better to have someone who does not work at the department have those discussions.
- *A recommendation was made by Representative Jaques that a simplified flow-chart be given out to help administrators.*
- A recommendation was made that the administrators participate in calibration activities and a review of the process of the content in the evaluation system and report back. It is important to have the discussions with the Chiefs.

The Recommendations are:

1. Add to the guide that the district conduct calibration activities. Process and content review processes and content in the DPAS evaluation system.
2. Require DDOE to report back to the DPAS II Advisory Committee what was found out in monitoring visits.

A motion was made by Bill Doolittle and seconded by Jackie Wilson.

The motion passed.

- Shannon mentioned that the changes that were made to 107 was the chart only was eliminated. No other changes were made.
- Clarification is needed on the short-term recommendation for Component IV. Collect evidence across the summative cycle with artifacts. The professional responsibilities form was going to be optional and recommended to complete the criteria component ratings at the summative evaluation conference.
- A discussion was made around component four to submit evidence during the summative evaluation cycle. Artifacts communication logs, classroom syllabus, newsletters, gradebook, RTI attendance, etc.

Shannon commented that:

1. One option is to collect the form during the lesson.
 2. Take component four off the form as an option.
- Jill commented that no one disagrees with A and B, however the biggest issues are C and D during the formal observation. The Committee strongly recommends that the discussion is revisited. Feels that the form never gets updated and evaluators are cutting and pasting from it.
 - A comment was made that it should be part of the professional learning plan.

Shannon summarized the conversations:

- Optional on the observed lessons the final criteria rating is discussed and made at the summative annually with the student component conference.
- *The discussion about Component Four was tabled and will be put on the agenda to review at the next meeting.*

4. Definition Credential Observer/Evaluator

- Melissa commented that the teachers are being observed by someone who was not an educator.
- Laura commented that the credential observer cannot do an evaluation but can only do an evaluation if you are an evaluator.
- Jill mentioned that a credentialed observer should not be an evaluator.
- Deb Stevens commented on the language written for a definition of a credentialed observer.
- Jackie commented that the credentialed observer needs to be a licensed educator.
- Comments were noted that the language should say licensed administrator.
- Clay Beauchamp commented that this is not different than DPAS I. The first evaluation was done by the assistant principal, principal and all three pieces were included in the evaluation.

The conversation was tabled and will be brought back to the next meeting.

5. Update Long Term Revisions

- Shannon commented that they are still in the process of meeting with stakeholder groups and the ones who they have met with have had positive feedback and they are trying to set up some time to look at rubric revisions. Will need to also meet with administrators.
- Met with DSEAs Executive Board, Teacher groups, Superintendents and others and all agreed that the idea should be explored to get a group together to review the rubric revisions.
- Looking to complete the stakeholder's engagement and working together to complete a plan to look at component revisions 1-4.
- Melissa Oates commented that they are meeting with a group to discuss phase 2 rubric study and revisions, phase III pilot and phase IV Implementation.
- Shannon mentioned that they would like for members of DPAS II Advisory Committee to be a part of the rubric revision process. Teachers, leaders and DPAD II Advisory committee members.
- Melissa commented that the focus is to be in alignment with InTASC. Danielson group will not be involved in this process. The meetings will be held with DOE to discuss what the InTASC standards should look like and involvement.
- Melissa commented that the DSEA Executive Board takeaways were that any system, new or old requires shared understanding the rubrics, suggested eliminating parts of component four.
- The DPAS II Leads suggested support changes and recommended combinations for collapsing and clarifying.
- Shannon commented that she could send a monthly update.
- Shannon gave an update on the Specialists. A day has been added to the Bootcamp for the new evaluators to be trained on the rubrics and creating a supplementary document for certain specialty areas for counselors, nurses, psychologists and instructional coaches.
- A comment was made by Karen Maull that the social workers or counselors would like to be a part of a separate training.
- Jill commented that DAP needs to be considered as well.

6. Public Comment:

Tammy Croce from DASA commented that it would be a good idea for DPAS to go over what the purpose is for the DPAS Committee so that when decisions are made they are making sure that every time a decision is made it is covering one of the things that you wanted to really cover. Also, sometimes it is not always the worker, but it could be the workplace, etc. Go back to see if the correct supports, training and time is being offered. Administrators are overwhelmed with time.

7. Adjournment

A motion was made to adjourn the meeting by Jill League
The motion passed. The meeting adjourned at 11:07

Upcoming DPAS II Advisory Committee Meeting Dates:



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A Doodle Poll will be sent out.

****If you cannot attend the meeting and would like to send a replacement on your behalf, please submit your request in writing to Shannon Holston. ** 7 Committee Members need to be present for a quorum.**